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Job Package

Team Leader

Advanced Behaviour Support Practitioner

Position title	Advanced Behaviour Support Practitioner
Job Type	Full Time - Role includes a billable caseload of approximately 28 hours per week (initially). Caseload may reduce over time as leadership responsibilities increase and the role transitions towards a more senior clinical/leadership focus (e.g., Clinical Director pathway).
Award	Social, Community, Home Care and Disability Services Industry Award
Remuneration	\$200,000 per annum (before tax, inclusive of superannuation and leave accruals).
Location	Work from Home and in the Community

Inclusion Tree

Inclusion Tree provides human-centred supports services, in all States and Territories of Australia. Our services are individually tailored, strengths-focused, trauma-informed, and inspired by leading-edge practices and social innovations.

We know that investing in our people and acknowledging their gifts is what makes our business grow. We are committed to nurturing the personal and professional development of all our staff through an intentional culture of growth and learning, based on our We-Flow principles.

Role of Team Leader – Behaviour Support

The Team Leader role is designed to both deliver high-quality advanced behaviour support and provide leadership to a team of Behaviour Practitioners. The focus is on supervision, capability building, service quality, and embedding Inclusion Tree's culture, while maintaining a reduced but active caseload.

Key Leadership Focus

- Supervision and mentoring of Behaviour Practitioners to build professional capability.
- Ensuring high-quality practice in line with NDIS Quality and Safeguards Commission standards.
- Supporting staff to meet compliance and reporting requirements.
- Facilitating reflective practice and professional development within the team.
- Contributing to the growth of Inclusion Tree's Behaviour Support service by maintaining a reputation for innovation, integrity, and excellence.

Practice Responsibilities (reduced caseload compared to core practitioners)

- Assessment, development, implementation, and review of behaviour support plans.
- Completing Functional Behaviour Assessments (FBA) to understand the function of behaviours.
- Lodging Behaviour Support Plans with the NDIS Commission and relevant state-based systems.
- Promoting positive behaviour support and quality of life outcomes.
- Reporting and eliminating restrictive practices.
- Providing training and support to participants, families, and staff in behaviour support strategies.

Essential Criteria

In addition to the core skills of an Advanced Behaviour Practitioner, a Team Leader must demonstrate:

- Relevant Degree in Behaviour Support, Psychology, Social Work, Allied Health or equivalent.
- Advanced experience in assessment and development of behaviour support plans.
- Strong knowledge of the NDIS, Behaviour Support Practice Standards, and relevant legislation.
- Proven leadership experience in mentoring, supervision, or team development.
- Passion to build a strong, cohesive team.
- Ability to balance participant needs with staff support and organisational goals.
- Demonstrated skills in conflict resolution, problem-solving, and decision-making.
- Highly developed organisational and project management skills.
- Excellent interpersonal and communication skills with staff, participants, and stakeholders.
- Commitment to Inclusion Tree's values, We-Flow culture, and whole-hearted leadership.



- NDIS Worker Orientation Module- <https://training.ndiscommission.gov.au/>
- NDIS Worker Screening <https://www.ndiscommission.gov.au/workers/worker-screening/where-apply-worker-screening>
- Working with Children's Check
 - VIC - <https://www.workingwithchildren.vic.gov.au/>
 - NSW - <https://www.service.nsw.gov.au/transaction/apply-working-children-check>
 - QLD - <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/applications/apply>
 - TAS - <https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people>
 - WA - <https://workingwithchildren.wa.gov.au/applicants-card-holders/applying-for-a-wwc-check/how-to-apply>
 - SA - <https://www.sa.gov.au/topics/rights-and-law/rights-and-responsibilities/screening-checks/screening-wwcc>
 - NT - <https://nt.gov.au/emergency/community-safety/apply-for-a-working-with-children-clearance>
 - ACT - <https://www.myaccount.act.gov.au/WWVPNDIS/s/wwwvp-ndis-new-application-v2>

Application Enquiries –Human Resources email lynn@inclusiontree.com.au

Guide for applicants

Inclusion Tree observe EEO principles when selecting and recruiting staff. Positions are offered based on merit, that is, the applicant considered to be the most capable of doing the job is selected.

Qualifications, experience, skills, standard of work, and personal qualities relevant to the position advertised are considered when making the decision.

How to apply

Applicants MUST follow these steps to be considered for the position.

1. Prepare a typed application which includes:
 - A statement against each of the essential and desirable selection criteria for the position, giving examples to demonstrate how you meet them.
 - A current resume detailing your relevant skills and experience.
 - A photocopy of your relevant academic qualifications.



- The names and phone numbers of two recent work-related Referees (at least one referee should be a recent supervisor, if possible).
2. Please apply via website: [Inclusion Tree - Disability supports that's easy to access](#)

Interview

If you are selected for an interview, you will be contacted by telephone or email. If you need wheelchair access, an interpreter because you are hearing impaired, or have any other requirements, please advise so we can make appropriate arrangements.

Interviews are conducted by a selection panel.

Only questions related to the requirements of the position will be asked.



Position Description

Team Leader

Advanced Behaviour Support Practitioner

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Job Type	Full Time
Award	Social, Community, Home Care and Disability Services Industry Award
Remuneration	\$200,000 per annum (before tax, inclusive of superannuation and leave accruals).
Location	Work from Home and in the Community

Purpose of position

The Team Leader provides both direct participant support and leadership to Behaviour Practitioners within Inclusion Tree. This dual role ensures the delivery of safe, innovative, and evidence-based behaviour support, while strengthening the capacity and wellbeing of the Behaviour Support team.

Reporting relationship and accountabilities

The Team Leader will:

- Report to the relevant Inclusion Tree Directors.
- Supervise, mentor, and support Behaviour Practitioners.
- Implement strategies set by Directors to achieve organisational goals.
- Uphold Inclusion Tree's culture, values, and code of conduct.
- Participate in organisational operations, including team meetings and reflective supervision.



Specific tasks and responsibilities

The Advanced Behaviour Support Practitioner will:

Leadership Responsibilities

- Provide formal supervision to Behaviour Practitioners, ensuring reflective practice and professional growth.
- Support staff to meet compliance obligations (NDIS reporting, Restrictive Practice lodgements, BSP quality standards).
- Facilitate team meetings, training, and practice development initiatives.
- Identify workforce development needs and recommend training opportunities.
- Contribute to recruitment, onboarding, and induction of new practitioners.
- Escalate complex clinical or organisational risks to Directors and contribute to risk management solutions.

Practice Responsibilities

- Hold a reduced caseload, maintaining skills and credibility as a Behaviour Support Practitioner.
- Assess, develop, implement, and review Behaviour Support Plans.
- Complete Behaviour Support Plans (BSP).
- Provide training to support networks in implementing BSP strategies.
- Monitor, review, and report on participant progress.
- Maintain high professional standards of documentation and compliance.

Expected Outcomes and Indicators of Advanced Behaviour Support Practitioner:

- The Behaviour Support team operates with consistent quality and compliance.
- Practitioners feel supported, developed, and engaged within Inclusion Tree's culture.
- Participants receive timely, effective, and evidence-informed behaviour support.
- Restrictive practices are reduced and eliminated wherever possible.
- Organisational reputation and workforce stability are strengthened.



INCLUSION TREE - PURPOSE AND GOALS

We provide individually tailored, innovative and safe options for people experiencing disability and mental health. We enjoy creating solutions that make a difference.

Our focus is on challenging current perspectives and limitations placed on those who experience disability and mental health to enhance individuals and communities so that all can enjoy a good life.

Our purpose is to inspire and enable people experiencing disability and mental health and communities to co-create opportunities and solutions that change lives for the better.

Inclusion Tree's Whole-Hearted Goals are to:

1. Provide professional and high-quality services to meet the individual needs of people experiencing disability and mental health, their families and carers.
2. Ensure that participants voices are heard, respected and understood through an inclusive approach
3. Within the community; to stand out as a reputably trusted, reliable and attuned provider
4. Operate within the National Disability Insurance Scheme Rules, as well as relevant Australian and individual state legislations, regulations and rules.



INCLUSION TREE VISION

Challenging the status quo and pushing boundaries by sharing our wisdom and knowledge; creating an intentional culture of compassion, collaboration and connection to build individual and community networks

INCLUSION TREE MISSION

To support others to feel seen, heard and understood with a strong foundation of mutual respect, trust and honesty to construct an inclusive life where all can find a place to belong.

INCLUSION TREE PRINCIPLES OF SERVICE

The following principles guide our provision of services to people with disabilities and their families/carers:-

- Our service will reflect the rights of people with disabilities and their families/carers to social justice, economic and social equality and self-determination and to be free from discrimination based on religion, gender, race, sexuality or disability
- Quality service provision based on equity and need
- Community based, collaborative approaches to the provision of services
- Individualised, flexible planning using strengths-based and person centred models that ensures the safety, emotional security and connectedness of our participants
- Culturally appropriate interactions with participants are paramount
- Collaboration with participants and stakeholders in the process of service delivery and planning
- Continuous service development and quality improvement through ongoing evaluation and review

Employee Signature

Date